

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, December 6, 2017
11:30 a.m. – 1:00 p.m., UUW 324

Present: R. Andrews, S. Atav, H. Borruso, J. Goldman, C. Ignarri, P. Knuepfer, D. Kunkel, L. Lisman, S. Massey, B. McGovern, R. Mess, B. Roth, J. Starks, D. Stone, A. Wang, M. Zinkin

Guests: D. Wood, Labor Relations Specialist, L. Fuller, M. Gunter

The meeting was called to order at 11:40 a.m. President Sean Massey welcomed Executive Board members to the December Executive Board Meeting.

1. Vote to approve Minutes from the November 15, 2017, Executive Board Meeting. See attached.

Benita Roth **MOVED TO APPROVE** the November 15, 2017, Executive Board Minutes. **SECONDED** by Donald Kunkel. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund.

The Sunshine Fund was set up to use for purposes that would not be covered by the Chapter Allocation, such as get well gifts and retirement gifts. The Executive Board has been passing the hat for the last four years. It is voluntary and up to members if they want to contribute or not. \$30.00 was collected at the December 2017 meeting.

3. Treasurer's Report for November.

Treasurer Joseph Goldman reviewed the November 2017 Treasurer's report, noting that the first allocation from Statewide has been received and we are doing well financially. Robert Mess **MOVED TO APPROVE** the November 2017 Treasurer's Report. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**

Joseph reviewed the following resolution and asked Executive Board members to vote on it:

RESOLUTION FOR EXECUTIVE BOARD APPROVAL:

“The Executive Board approves routine expenditures during fiscal year 2017-2018 including but not limited to: 1) Phone, 2) Office supplies, 3) Mailing and shipping, 4) Equipment service, 5) Printing services, 6) Meeting refreshments, 7) Newsletter expenses, 8) Workshop expenses, and 9) Bank fees.

Further, the chapter president is authorized to approve invoices for payment. If that officer is not available, then either vice president can approve invoices until the president is again available.”

Benita Roth **MOVED TO APPROVE** the Resolution. **SECONDED** by Donald Kunkel.
RESOLUTION PASSED WITHOUT DISSENT.

4. Report of the Vice-President, Professionals.

Vice President for Professionals, Donald Kunkel reported he continues to receive emails and telephone calls from professionals. He continues to learn and consults with Labor Relations Specialist, Darryl Wood. He added that he assisted one of the vendors at the University Wide Benefits Fair who was physically handicapped and having difficulty parking in a handicapped space. It took Donald approximately one-half hour on the telephone with Parking Services to get permission for her to park in a handicapped spot. He recommends that in addition to the electronic parking cards purchased for these vendors, we also buy one or two day passes to be used in case this happens again.

5. Report of the Vice-President, Academics.

Vice President for Academics, Benita Roth reported it has been relatively quiet aside from issues we continue to discuss in Labor Management meetings. She added that we have received some assurances from the Provost that Contribution to Mission won't be used for individual evaluations, however members report that it keeps coming up. In addition, the chapter is still hearing about chairs, who seem to be saying things to their staff about the contract that aren't correct. As we get these reports, we are going to have to go case by case to correct their mistatements. The Chapter is fighting for some mandatory joint training between UUP and HR for chairs and program directors.

6. Report of the Officer for Retirees.

Officer for Retirees, Robert Pompei did not attend the meeting, so no report was given.

7. Newsletter/Communications Committee – Lori Fuller, Donald Kunkel.

Lori Fuller reported that the newsletter has been distributed and placed on the website. Sean Massey added that it looks and reads great. More articles are needed and people are encouraged to contribute to the next newsletter. Donald Kunkel suggested that we try to get a group photo of UUP members with our new banner, perhaps at "Beat the Winter Blues," scheduled for Wednesday, February 21.

8. Issues and Concerns from the Executive Board.

Responding to concerns from the Executive Board regarding the bombardment of questions from members concerning the contract, Sean Massey explained what he has learned from Statewide. The State appears to be stonewalling UUP on important issues regarding fair labor, equity and good benefits. There are concerns about fair wages for adjuncts and hospital employees. Another issue that UUP is fighting hard for is that the State is trying to treat all discretionary raises as one-time bonuses instead of adding them to base. Statewide believes it is worth holding the line on these issues and needs our help to be ambassadors to our members. Considerable discussion followed. Darryl Wood suggested that Sean Massey have a conversation directly with Fred and express the frustration on what information is being shared and the process by which this information is being received. UUP is saying they need pressure from campus leaders. Sean will follow up on this.

Benita Roth reported the payment machine in the Visitor's Parking Lot has been broken for a while and she would like it fixed.

9. President's Report:

****2017 Fall Newsletter****

The 2017 Fall Newsletter hit mailboxes last week. It looks really nice. Sincere thanks go out to all the contributors and especially to Lori, Mac, and Don who handled all the editing, graphics layout, photography, and production work! My hope is that it highlights the importance of UUP to our campus and our members, and that it stimulates discussion and a sense of urgency about the challenges ahead.

****2018 Winter Delegate Assembly****

The 2018 Winter Delegate Assembly will be held on Sunday, January 28 and Monday, January 29 at the Saratoga Hilton, 534 Broadway, Saratoga Springs, NY. Delegates are encouraged to participate in an Advocacy Day on Tuesday, January 30. If you are planning to attend, you will need to provide Linda with the following information: (1) the date you will be arriving and departing from the Delegate Assembly and (2) your preferred type of room arrangement.

****Update on the Contract****

Another update on contract negotiations was posted to the Members Only Web Portal on November 27. Most of what's included in that update was outlined by UUP President Fred Kowal during his recent visit. For those of you who may have missed that meeting, there are still disagreements over several key issues, including: compensation, health benefits, job security and family leave benefits. Other critical disagreements include the State's demand that management have full discretion to change work schedules of hospital employees, and their effort to allow alcohol and drug testing of UUP-represented employees. The State's position on across-the-board increases remains at 2% a year for the five-year agreement. However, UUP is also working to make sure that the other negotiated increases are equitably distributed and made on-base, that part-time academics receive a minimum salary, and that our members receive fair compensation for any work beyond their normal work day/workweek. Unfortunately, getting these differences resolved has been a challenge because it has been very difficult to schedule meetings with the State's negotiating team, who are often simply unavailable to meet.

****Report on University Wide Benefits Fair****

A very successful University Wide Benefits Fair was held on November 16. Feedback from members has been extremely positive. Linda estimates that 170 members from UUP and 230 from CSEA attended. Door prize winners have been drawn and the prizes are being distributed. Apologies if you didn't win! Linda has already submitted reservations for the 2018 Fair which will be held on November 15, 2018.

****Report from November's Labor Management Meeting****

We participated in the monthly Labor Management meeting on November 20 and raised a number of member concerns. Paul Parker and Nancy Lewis from Research Compliance attended and addressed concerns about the new research compliance online system, new expectations of faculty, and concerns about the adequacy of communication during rollout of the system. Provost Nieman attended and addressed concerns about fundraising during faculty meetings; ongoing issues related to the Excelsior and TAP program regulations and how they may affect students who declare a minor or who are pre-med/pre-law; the uneven mentorship of new faculty; and annual "contribution to mission" meetings and the use of SOOTS data. Joe Schultz addressed questions about the number of 90-95% professional positions.

Sean Massey reported on the November Labor Management meeting. Paul Parker and Nancy Lewis tried to answer most of our concerns regarding the new online Research Compliance protocol. They stated that they hear our concerns. Provost Nieman was unaware of the issues related to the Excelsior program. The Provosts from other campuses are going to meet soon, so hopefully there will be more clarification regarding the Excelsior and TAP program regulations. Apparently there has been progress regarding the number of 90-95% professional positions, but there is not a clear plan in place. Provost Nieman reported the basic "contribution to mission" information is given to department chairs/directors, and they are told to use it as they wish in department meetings. Regarding the mandate by some departments that SOOTS data be used by the department, Provost Nieman stated he was not aware of that happening, and reassured us that faculty members control their SOOTS results, not departments or Deans. The Provost was also clear that pressuring people to donate during faculty meetings is inappropriate and not good practice. The Provost was asked to talk with senior staff regarding this, as it has been reported some departments are requesting 100% participation.

****Upcoming Labor Management meeting****

The next Labor Management meeting will be held on Monday, December 18. If you have any concerns that you would like us to bring forward, please email them to me. Sean Massey reported that concerns about environmental quality in newly renovated buildings will be presented at the December Labor Management meeting as well as a request for an update on the rollout of the online performance program system. Sean stated that he may be adding the following agenda items after he speaks individually with Joseph Schultz.

- A discussion of campus efforts to increase faculty and professional staff diversity through recruitment and retention of women and people of color.
- A discussion of campus efforts to address the gender wage gap for faculty and professional staff.
- Clarification on policies related to the campus housing benefit for professional employees.

As Valerie Hampton is retiring in December, Benita Roth suggested the Chapter make a very strong push to have a UUP representative on the Search Committee for the Chief Diversity Officer, if there is such a search. The administration has been reluctant to give

designated spots in the past. Darryl Wood added that when the interviews occur, it be specified there be a formal recognition that the union has a role to play.

****Concerns about Excelsior/TAP Guidelines****

There will be a hearing on December 12 in Albany regarding the Excelsior program and the need for amendments to the legislation. I was contacted by one of our allies in the state legislature and asked to encourage UUP/NYSUT to participate in that hearing. After some ambivalence related to strategy, UUP statewide has decided to participate. Ideally, they'd like to have some professionals from academic advising and Excelsior recipients attend and speak at the hearing as well.

Discussion followed regarding concerns about Excelsior and Tap. It has been reported that students are being discouraged from declaring minors, which can have serious implications for some Departments and Programs. Academic Advisors want to make sure they have the correct information to pass on to students. There is also a very potential cost to the institution if the guidelines are not interpreted correctly. There is a hearing scheduled for December 12 in Albany and UUP Statewide will testify.

****Sunshine Fund Coordinator****

We need to select someone to take over coordination of the Sunshine Fund account. Lori has been extremely generous with her time, but is now ready to pass on the torch to someone new.

David Stone has agreed to take over the coordination and management of the Sunshine Fund account. President Massey and the Executive Board thanked Lori Fuller for her assistance as the previous coordinator.

****Health and Wellness Incentive Reimbursement Pilot Program****

This is a new discount program available to all our members. Binghamton University will now provide 50% reimbursement for faculty and staff who sign up for and use a Fitspace fitness membership.

Benita Roth gave a shout out to Neil Christian Pages for being instrumental in the creation of this program. The Chapter leadership has been advocating for Fitspace benefits over the past year. The "Health and Wellness Incentive Reimbursement Pilot Program" is a result of the Chapter's efforts on behalf of its members.

****UUP Member Network****

I have created a membership packet for each of you to take with you. It includes a list of all fee payers in your department/program/unit and a stack of membership cards. I'd like everyone to try to have a conversation with colleagues between now and our first meeting next semester - remind them of the important work that UUP does for them already and gently encourage them to sign a membership card. I'd also like every exec board member to keep a stack of membership cards at your desk- just in case.

Donald Kunkel **MOVED TO ADJOURN. SECONDED** by Courtney Ignarri. Meeting adjourned at 12:42 p.m.

The next Executive Board meeting will be held on Wednesday, February 14, 2018, from 11:30 a.m. to 1:00 p.m. in U UW-324.